

Hastings Regional Center Employee Support Update

A newsletter to inform employees of resources and opportunities
to provide support during the staffing reduction process.

Published weekly or more often as needed during
September and October, 2004.

Submit questions for the FAQ section to HR.



Employee Assistance Program Information

Friday, September 10, 2004 Building 8, 3rd Floor North Classroom

Supervisor/Manager Session 12:30 – 1:30 PM all supervisors strongly encouraged to attend
Open session for all employees to come and ask questions 1:30 – 3:30 PM

Nebraska State Retirement Information

Tuesday, September 14, 2004 Building 8, 3rd Floor North Classroom

9:30 to 10:30

11:00 to 12:00

1:30 to 2:30

Department of Labor Rapid Response Team

Building 8, 3rd Floor

Dates and times to be announced

Resume Writing

Go to <http://www.nebraskaworkforcedevelopment.com> to create your own resume, or use resume writing computer programs at WorkForce Development, 2727 West 2nd, Suite 338, Hastings. Brochures on resume writing available at WorkForce Development.

FAQ (Frequently Asked Questions)

1. Question: If I get laid off, do I get paid 25% of my sick time, even if I'm not 55 years old?

Answer: No, only employees who retire from the State System at age 55 or older receive payment for 25% of their sick leave balance not to exceed 55 days. Contract covered employees can refer to page 39 of the current labor contract for complete information. Even if employees in the layoff pool do not get called back for a job within 2 years, they will not be paid for 25% of their sick leave if they are under age 55 at the time of the employment separation. See page 40 for information about employees who return to State service after a break of less than 5 years having their unpaid sick leave balance reinstated.

2. Question: If I get laid off, can I choose when and where to bump?

Answer: If an employee is laid off, their letter will inform them of the least senior position they would be eligible to bump, if there is one. HHSS will adhere to all provisions regarding layoffs as outlined in the current labor contract approved by labor.

3. Question: What insurance is available through COBRA?

Answer: COBRA (Consolidated Omnibus Budget Reconciliation Act) is a federal law allowing the continuation of health / dental / vision / EAP / Medical Flex for any employee or dependent who would otherwise lose group coverage due to a qualifying event, which includes resignation, termination, retirement or layoff. Employees resigning or laid off who are under age 55 are eligible for coverage for 18 months. Employees who retire, anyone who is laid off or resigns at age 55 or older, are eligible for coverage until the first of the month they turn 65, or until they start to receive Medicare part A or part B if prior to age 65.

4. Question: What about life insurance and Fortis Long Term Disability?

Answer: Employees who wish to continue with either of these two plans offered by the state must contact the provider for details regarding converting these policies after they leave employment.

5. Question: When you are laid off, are you automatically vested in the retirement plan?

Answer: No, a Layoff is the same as a Termination. The employee must be vested in order to receive the employer's share along with their portion.

WEB SITES you may find helpful

STATE PERSONNEL BENEFITS INFORMATION

<http://www.das.state.ne.us/personnel/benefits/>

Click on 'BENEFITS' and it will take to you information regarding 2004 rates and COBRA – or we can provide hard copies of this information in Human Resources

NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEM

<http://www.nol.org/home/pers/>

OR CALL 1-800-245-5712

STATE PERSONNEL JOB OPPORTUNITIES

<http://www.wrk4neb.org/>

Click on 'CURRENT VACANCIES' to view job opportunities with the State of Nebraska.

You can find a hard copy of this information in HR

Job Listings

<http://www.nebraskaworkForce.com>

Go to JobLink. You register at this site for JobLink. However, this is not the same as registering at WorkForce Development.

